

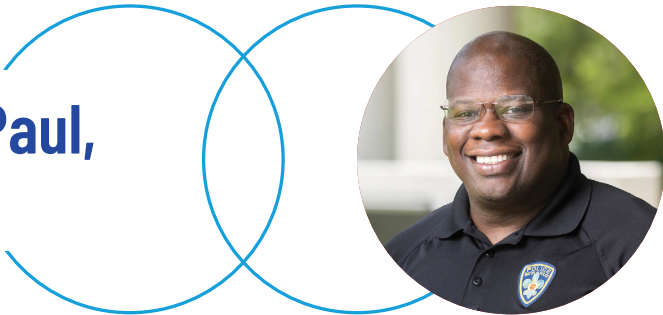


# 2023

Report to  
the Community



# A Letter from Murphy J. Paul, Chief of Police



Dear Baton Rouge:

Reflecting on our progress over the last two years, words fail to express my gratitude to our officers and their families. While single encounters may give citizens a glimpse of the dedication of individual officers, I wish I could convey the collective heroism and personal sacrifice they consistently demonstrate throughout the community.

Daily, I am briefed on incidents, ranging from traffic events to serious criminal investigations. Daily, I hear stories that demonstrate the remarkable competency, professionalism, compassion, and dedication of our officers.


Many times, our officers are interacting with individuals facing the most difficult moments of their lives. In these instances, beyond making sound situational choices, their words and actions must represent the best of human kindness and care.

The compelling nature of law enforcement requires special skills and character, but above all, selflessness. Being a police officer is more than a job, it is a vocation – a merging of personal talents and skills in pursuit of a greater goal. At the Baton Rouge Police Department (BRPD), this is not an aspiration. This is the reality of the decisions we make and what we do. I am so proud to say that this is exemplified in the individual and collective work of our law enforcement and civilian workforce.

The highest priority of the BRPD is directing resources to identify and arrest criminals who threaten our public safety. At the same time, we are engaged in efforts to address the underlying causes of crime through partnerships with our mayor, city council, and other community organizations. To reassure our community, we are building trust through the adoption of effective 21st Century Policing policies. And each and every day, we are working with resolve to advance public safety.

This publication features a sample of the extraordinary individuals who have answered the call, as well as some of the actions we have taken to build a strong foundation for smart policing – through strategies that address both the short- and long-term needs of Baton Rouge.

We are excited about the future of Baton Rouge, and we will continue working with you to earn your trust and keep our community safe.

Sincerely,  


Murphy J. Paul - Chief of Police



## Our Vision

Our vision for the Baton Rouge Police Department is to be one with the community, single-minded in purpose, principle, and resolve in advancing public safety. We will continue to be the leader in law enforcement for the Greater Baton Rouge Area.

## Our Mission

To serve with the Baton Rouge community to prevent crime and to promote the safety and well-being of all.

## Values of the Department

As Baton Rouge police officers, we embrace these values:

- Honesty, Integrity, and Fairness, as these foster public support and confidence
- Commitment to Service, as it is our calling
- Courtesy and Respect, as these, enhance our stature
- Professionalism, as it reflects our pride



## Public Facing Cameras Give BRPD and Partners Valuable Tool to Fight Crime

Driving through the Sherwood Forest neighborhood, Baton Rouge's largest residential subdivision, it is likely you will encounter at least one sign that reads, "Smile, you're on camera."

That's because there are 17 cameras, along with License Plate Readers, scattered throughout the neighborhood. And these devices are all directly linked to the East Baton Rouge Parish Real-Time Crime Center (RTCC), which is housed at the Baton Rouge Police Department's (BRPD's) Headquarters on Airline Highway.

Crime cameras are just one technological tool that BRPD is using to posture the agency, as well as partners, to preempt criminal activity and solve crimes. And Sherwood Forest is just the first neighborhood to take advantage of the capabilities and resources of the RTCC.

The downtown business community and Tara subdivision have also connected cameras to the RTCC. In each of these areas, the crime cameras have been instrumental in capturing criminal activity, thus leading to the arrest of suspects and the recovery of property.

"Those who live and work in these areas and those who join this program in the future can feel safer," BRPD Chief Murphy Paul says. "Not only does this technology help prevent crimes from occurring. But we now actually have tools that we can employ to help solve those crimes."

The cameras linked to the RTCC represent one of two components in BRPD's ConnectBlue BR initiative, its Camera Share program, which allows businesses, neighborhoods, and residents to partner with BRPD to improve public safety. While the RTCC does not continuously monitor

the cameras, if an incident is reported, police officers utilize the camera feeds to inform their investigation.

Also, because the RTCC is connected to BRPD Dispatchers, Camera Share participants provide officers a second set of eyes on the ground in real-time when and where it's needed.

Additional neighborhoods, crime districts, and private businesses are currently working with BRPD to connect devices to the RTCC

In November, the Baton Rouge Law Enforcement & Criminal Justice Foundation, in partnership with SafeBR, announced the Page/Rice initiative, a crime prevention effort that is helping to fund the placement of high-resolution cameras on buildings in areas with higher crime rates. The camera devices are linked to the RTCC, as well as the EBR Sheriff's Office. There are currently more than 50 cameras purchased through the initiative, with the aim of installing at least 80 more in the next few years. [Additional information on the Page/Rice initiative can be found at brcollab.com/pagerice.](http://brcollab.com/pagerice)

The other component of BRPD's ConnectBlue BR program is the Directory. Residents and businesses with public-facing cameras can sign up for the Directory. When a crime occurs, investigators will check the Directory to identify registered cameras in the area. Officers will then contact the camera owners via email to ask them to check their camera footage for a particular car, person, or suspicious activity.

To learn more about ConnectBlue BR, please visit the BRPD website at [brla.gov/2227/ConnectBlue](http://brla.gov/2227/ConnectBlue).

## Resources

From community support to tech breakthroughs, we're better positioned to protect and serve you.

# The Bridge Center: A Critical Link for Those in Crisis

Historically, law enforcement officers responding to calls where individuals were in the midst of a mental health or substance abuse crisis had only two options: take them to an emergency room or bring them to the parish prison.

Recognizing this void, policy leaders, law enforcement officials, and health care providers began pushing to bring a crisis stabilization facility to East Baton Rouge Parish. Advocates for the facility made their case to local voters, and in 2018, East Baton Rouge Parish taxpayers approved a 1.5 tax millage for 10 years.

The Bridge Center for Hope, Louisiana's first and only crisis stabilization center, opened its doors on February 11, 2021. Law enforcement officials say

the need for the Bridge Center is even more critical today, due to post-pandemic challenges.

"Life as we knew it has been interrupted, and the economic hardships that are being felt in communities across the country are creating trauma," Baton Rouge Police Chief Murphy Paul says. "Mental health is suffering, relationships in families are stressed, and some people are turning to substances to cope."

The Bridge Center is a 26,000-square-foot facility located in the Mid-City area of Baton Rouge. Four units and several programs provide crisis intervention, crisis stabilization, medical detoxification, mobile crisis, and care management services. The units consist of a 23-

hour observation unit that provides stabilization services, a short-term psychiatric unit that provides services to those who require more intensive care, a medical detoxification unit that provides MAT and detoxification services to those with a co-occurring disorder, and a Medicaid mobile response unit. The no-wrong-door policy of the Bridge Center allows anyone over the age of 18 to receive treatment.

"Taking people to jail or the hospital, we averaged wait times of anywhere between 4 and 12 hours. Since the Bridge Center opened in February 2021, drop-offs have taken less than four minutes, an outcome that has far surpassed our expectations," Chief Paul says.

Charlotte Claiborne, Executive Director of the Bridge Center says, "At the Bridge Center, our goal is to provide much-needed mental health and substance use services to all those in

need and to raise awareness about these crises in our community."

Between February 2021 and December 2022, the Bridge Center received 5,278 guests, of whom 5,038 were admitted to the facility. First Responders (law enforcement and EMS) account for 32 percent (1,602) of the guest population, while the remaining 68 percent (3,436) were from direct entry (walk-ins). In addition, during this time, 54 percent of the Bridge Center's guests received treatment for mental health, and 46 percent received treatment for substance use or co-occurring disorders.

The Bridge Center's website, [brbridge.org](https://brbridge.org), contains additional information regarding programs and services.



# BRPD Using Cutting-Edge Technology to Identify & Prioritize Areas of Concern

Over the last several years, the City of Baton Rouge has made significant investments in technology designed to help law enforcement agencies intervene and solve crimes. The aim: smarter policing.

Introducing the **Public Safety Common Operational Platform (PSCOP or “peace cop”)**, an innovative tool that allows the Baton Rouge Police Department (BRPD) to map where crimes are more likely to happen, based on geographical factors, like high-incidence neighborhoods and businesses. In fact, the technology is so cutting-edge, it earned Baton Rouge an International Data Corporation North America Smart Cities award.

PSCOP was created in 2016 from a single dashboard integrated into the Real-Time Crime Center (RTCC) — accessible to commanders and officers on their mobile data terminals and smartphones. Since then, the City Parish’s GIS team and BRPD have worked together to create a total of eight dashboards, including the Daily Operations, Current Operational Picture, and Roll Call Dashboards. The dashboards have also expanded to include information like historical crime data and hotspot locations.

The Daily Operations Dashboard pulls data from BRPD’s CAD system to display a map of criminal calls, traffic crashes, and police cars in an area. The Dashboard also includes locations of Part I criminal incidents over the previous 96-hour period. This gives officers a better idea of what has happened in their patrol areas since their previous shifts.

BRPD also uses the Dashboards to encourage transparency in the community and accountability within the Department. For example, one Dashboard presents a two-week overview of crime

and calls for service, which Department leaders can use to inform and evaluate decisions, while another Dashboard shows six months of crime data that can be filtered by District and used to give residents a summary of the circumstances in and around their neighborhoods.

BRPD also developed a Dashboard that provides risk terrain modeling beyond hot spots analysis. It assists the Department with proactively monitoring and prioritizing the deployment of its manpower.

“We want to do everything in our power to try and prevent crime before it occurs,” says Deputy Chief Troy Lawrence, who leads Patrol Operations at BRPD. “If we can identify places where crime is more likely to occur, then we act on that intelligence, by deploying our officers to areas where we know there are greater risks.”

Research has shown that crime is not distributed evenly across communities. It is highly concentrated in certain neighborhoods — or blocks or street corners — and almost nonexistent in others. Some experts have suggested law enforcement is more effective when paying attention to historical crime scenes and suspect trends.

“When we look at where crimes are happening, sometimes in a home, backyard, or apartment complex, we recognize the ability of law enforcement to prevent crimes is limited,” explains Chief Murphy Paul. “But in many cases, technology can give us intelligence and analysis that might otherwise be unrecognizable or unpredictable. In many cases, tools like PSCOP give us the ability to intervene by paying attention to places as well as people.”





# BRPD Crime Reduction Strategies Making an Impact

There are strong indications that crime reduction strategies being employed in Baton Rouge have been effective in deterring violent crime. Still, Baton Rouge Police Chief Murphy Paul says there is so much more to do, as the community and law enforcement agencies work in collaboration to reduce crime in the city.

“To deter, intervene, and respond to criminal activity, we’re shifting our resources and approach to rely on technology and partnerships with other law enforcement agencies and our community,” explains Chief Paul. “And through innovation, we can continue to implement best practices, while tailoring these proven methods to meet the unique needs of the Baton Rouge community.”

The measurable decline in violent crime is evident when comparing the decrease in Actual Homicides from 120 in 2021 to 96 in 2022. Likewise, there was a decrease in Negligent and Justifiable Homicides from 13 in 2021 to 9 in 2022.

Another important indicator, Non-fatal Shooting Incidents, dropped from 350 in 2021 to 299 in 2022. Calls for Service fell by 4.317 percent from the previous year.

Paul says the fundamental approach and success of BRPD’s violent crime reduction strategies are grounded in identifying and focusing on the individuals, groups, and places driving the violence, as well as effective communication with the community.

“This collaborative effort empowers residents to take part in keeping their neighborhood safe,” Chief Paul explains. “We’re applying proactive, innovative, and intelligence led strategies to meet the unique and changing needs of our community. Our initiatives and operations have and will continue to be synced and adjusted to work in a cooperative effort with other agencies and the community.”

## Crime Stats at a Glance



**↓ 21.07%**  
Decrease in Homicides  
from 2021 to 2022



**↓ 14.57%**  
Decrease in Non-fatal  
Shooting Incidents  
from 2021 to 2022



**↓ 4.317%**  
Decrease in Calls for  
Service from 2021 to 2022

# Reassurance

You’re not just citizens of Baton Rouge, you’re our neighbors — and the safer you feel, the more you thrive.

TO VIEW CRIME TREND ANALYSIS,  
PLEASE SCAN THE QR CODE.



# Local, State, and Federal Partners Announce Partnership and Plan to Reduce Gun Violence Throughout Parish

In late November, a coalition of law enforcement agencies, prosecutors, and community workers announced the East Baton Rouge Public Safety Partnership, an action plan with the Department of Justice to reduce gun violence throughout East Baton Rouge (EBR) Parish.

The partnership includes the Mayor’s office, all federal, state, and local law enforcement agencies in EBR, the U.S. Attorney’s office, the EBR District Attorney’s office and the Mayor’s Safe, Hopeful, Healthy BR Initiative.

Beginning in March 2022, partners began meeting bi-weekly to develop and implement the plan, which is designed to strengthen their collaboration and coordinated efforts. Federal, local and law enforcement officials are optimistic that the coalition will help leverage resources and provide a more informed, collaborative, and intelligent approach to reducing violent crime.

“This parish has always had a small segment of its population that is involved in violent crime. And the same holds true today,” says Ronald Gathe, U.S. Attorney for the Middle District of Louisiana. “The Public Safety Partnership is designed to identify the worst violent offenders and concentrate efforts in that regard. As crime has evolved, this Public Safety Partnership has also evolved. Currently, the practices and procedures used by this

collaborative are some of the best practices and procedures being used throughout the nation. But most importantly, the strategy will adapt to the situation that is unique here in East Baton Rouge Parish.”

“It is indeed an all hands-on-deck in East Baton Rouge Parish when it comes to reducing gun violence,” says Mayor Sharon Weston Broome. “This action plan is a documented action plan that combines the resources of law enforcement agencies at all levels. Together, local, state, and federal agencies, are protecting and serving to their fullest capacity, and engaging our community partners in building an ecosystem of support to help the average citizen feel safer in our community, and to interrupt the cycle of gun violence that destroys families.”

“Those individuals involved in violent crime in our city will remain our highest priority. And I believe as we continue the strategies we’ve outlined in this partnership and plan, that we can build on the reductions in crime that we’ve made this past year,” says BRPD Chief Murphy Paul. “As a law enforcement officer and Baton Rouge’s Chief of Police, I believe it’s essential that we believe this job can be done and that together it will be done. All the partners in this joint initiative are committed to getting the job done. And the communities we serve deserve nothing less.”

## The partners have set four specific goals, summarized as follows:



### Goal 01

Conduct outreach to young people involved in violence to provide them with opportunities for a different path in life.



### Goal 02

Prioritize gun crimes and high-risk offenders when prosecuting criminal cases, both in district and federal court.



### Goal 03

Address blight and infrastructure that contributes to gun violence in neighborhoods.



### Goal 04

Identify and focus law enforcement resources on violent individuals and locations. Utilize data, technology, intelligence sharing and proactive policing.

## Partner Organizations

Office of the Mayor President  
US Attorney’s Office, Middle District of Louisiana  
Drug Enforcement Agency  
Federal Bureau of Investigation  
Bureau of Alcohol, Tobacco and Firearms

US Marshall’s Service  
Louisiana State Police  
Baton Rouge Police Department  
East Baton Rouge Sheriff’s Office  
East Baton Rouge Parish District Attorney’s Office

Baton Rouge City Constable’s Office  
Baker Police Department  
Central Police Department  
Baton Rouge Community College Police Department  
Zachary Police Department

Louisiana State University Police Department  
Southern University Police Department  
TRUCE

# Patrol Strategies Initiative

The Patrol Strategies Initiative (PSI) is a strategic patrol plan established to address crime issues within verified “micro areas.” Micro areas are areas that are identified using a combination of data, including dispatch data, geographical mapping, Real Time Crime Center data, and analysis by BRPD crime statisticians.

Currently, BRPD conducts PSI patrols in four micro areas where data analysis has indicated there are high levels of violent crime. These areas include: 1C1-Gus Young, 2C3-Tigerland, 3D2-Belaire, and 4F2-Brookstown.

In each of these four areas, PS1 Patrols are conducted eight times a day, seven days a week via Uniform Patrol units. High visibility units make the rounds with solid strobe lights on during both day and night shifts. There are a total of 32 PSI patrols during every 24-hour period, for a total of 224 PSI patrols weekly.

The marked unit patrols have been shown to reduce violent crime, as well as property crime, in areas where crime is more identifiable. Data on crime and calls for service in the micro areas is tracked, reviewed, and adjusted as necessary.

## Did You Know?

In June 2019 a U.S. District Court terminated the Consent Decree that had been in effect for the Baton Rouge Police Department since 1980, after the agency presented evidence that it had adopted lawful police officer selection processes and significantly improved the representation of African Americans, women, and other minorities.





# Resolve

Advancing public safety in Baton Rouge is the keystone of our mission.



**Myron Daniels**  
Deputy Chief of Administration Bureau / Chief of Staff  
Appointed July 2020

**Previous Assignments:**  
Uniform Patrol, Training Academy, Special Response Team/SWAT, Internal Affairs, Chief’s Office

**Why did you become a police officer?**  
I have always had a passion to serve and to protect those who cannot protect themselves.

**What helps you keep going during adversity?**  
My faith in GOD, the poem “Invictus”, and my unconquerable soul.

**What is something interesting about you?**  
I can solve a Rubik’s Cube.

**What’s your personal motto?**  
I have a few:  
“Life is GOOD!”  
“I’m above dirt, and I can fix anything, but that!”  
“I have no complaints because there are people who wish they had my problems!”

**Who is your personal hero and why?**  
My mom! She’s always been my hero. A single parent, who sacrificed beyond measure for us.

**What is your favorite book or movie and why?**  
**Books:** The Energy Bus by Jon Gordon; Quiet Strength by Tony Dung; Wins, Losses and Lessons by Lou Holtz  
**Movies:** Glory; Rudy; Men of Honor



**Hometown:**  
Baton Rouge, Louisiana



**BRPD Tenure:**  
24 Years



## Darren Moses

Deputy Chief of Criminal Investigations  
Appointed September 2021

### Previous Assignments:

Uniform Patrol, including Field Training and member of the FTO Board, Burglary Division, Assistant Chief of Detectives

### Why did you become a police officer?

To serve the community, establish a career as a law enforcement professional, and affect change for the betterment of our community.

### What is something interesting about you?

I love to do yard work and tasks around the house.

### What helps you keep going during adversity?

My family's expectations and my personal drive to achieve.

### What's your personal motto?

Strive forward, accomplish your goals, no excuses.

### What's your message to new police officers?

Always strive to be your best. All your goals are attainable with genuine effort.

### What's your message to the Baton Rouge community?

Within BRPD, we strive to build trust through partnerships and by acting with selflessness and integrity. We are motivated by our commitment of service to the citizens of Baton Rouge, as we seek to advance public safety.

### Favorite super hero and why?

Superman. He just has always been the go-to hero.

### What is the best advice you've ever received?

There is a silver lining in every problem.

LEADERSHIP PROFILES



### Hometown:

Baton Rouge, Louisiana



### BRPD Tenure:

26 Years



## Troy Lawrence

Deputy Chief of Patrol Operations  
Appointed November 2020

### Previous Assignments:

4th District, 1st District, Financial Crimes, Burglary, Street Crimes

### Why did you become a police officer?

I wanted to become a police officer because I love helping people. Being raised by my grandparents gave me a very strong passion for people in general.

### What helps you keep going during adversity?

My belief in God keeps my peace and keeps me going all the time.

### What has been the best day of your law enforcement career?

My best day was when I saved a baby's life during a traffic accident. The second-best day was when I saved someone's life (heart failure) while at the YMCA. It's more fulfilling saving lives than arresting people. I don't think many outside of law enforcement would realize that's how most officers feel.

### What's your message to new police officers?

Focus on what's in your control, Follow the goodness in your heart when making decisions, and always find a way to succeed.

### What's your message to the Baton Rouge community?

Believe in us, support us, and give us a chance...We love you!

### Who is your favorite super hero and why?

Batman, because he was a superhero who didn't have super-powers like the others. But he was courageous and had the heart to do whatever he needed to help others.

### Who is your personal hero and why?

My grandfather is my personal hero. He taught me how to be a man, solve problems, and how to lead by example. He was the father of 10 children and also had to raise me...he made it look so easy. He was by far the strongest man I knew.

LEADERSHIP PROFILES



### Hometown:

New Orleans, Louisiana



### BRPD Tenure:

26 Years



## Neal Noel

Deputy Chief Operational Services/Special Operations  
Appointed January 2021

### Previous Assignments:

Uniform Patrol, Criminal Investigations, Homeland Security/Grants Administrations

### Why did you become a police officer?

I wanted to be part of something that I felt had a real purpose. Law Enforcement provided an atmosphere for growth, challenges, and service. I wanted to be part of a profession that brings with it the type of camaraderie and support that law enforcement officer's share across the profession.

### What is something interesting about you?

I enjoy fishing and baseball. I spent several years coaching high school baseball as an assistant and volunteered in youth leagues. At some point, I would like to travel to different historic MLB stadiums and catch a game.

### What helps you keep going during adversity?

Adversity and failures are plentiful, but I understand it is part of the process, and I expect it. My mindset is to focus on the response and overcome the issue. We make the adjustments and keep moving forward until the task or mission is completed. We have to be relentless in the pursuit, and never settle for "It can't be done." If that doesn't work, I quickly find someone smarter or more talented who can do it. Fortunately, we have a lot of people in the Department that fit that bill.

### What is your personal motto?

"Offer a solution, not just a problem."

### What is the best advice you've ever received?

"You're never as tall as you think you are. Stay humble."

### Who is your personal hero and why?

The men and women of the Department and those who serve our country that have made the ultimate sacrifice. All the families that have lost and choose to carry on.

LEADERSHIP PROFILES



### Hometown:

Plaquemine, Louisiana



### BRPD Tenure:

24 Years





## BRPD Promotes Clarida to Bureau Commander of Uniform Patrol

Captain William Clarida has spent almost three decades as a Baton Rouge police officer. Still, if you ask him about his best day on the job, he will tell you with sincere assurance, "it's tomorrow."

Outfitted in his navy dress uniform, perched behind the desk of his modest office, it's easy to recognize him as a man born to serve and protect others. And no grass is going to grow under his feet. He's enthusiastic, energetic, and optimistic about the future of policing. His personal motto: lead by example and never let someone else set your limitations.

Why the Baton Rouge Police Department (BRPD)? "I knew I wanted a career where every day wasn't the same and where I had a chance to help others," Clarida explains. "Friends of mine were going into law enforcement, and I was majoring in criminal justice, so the decision

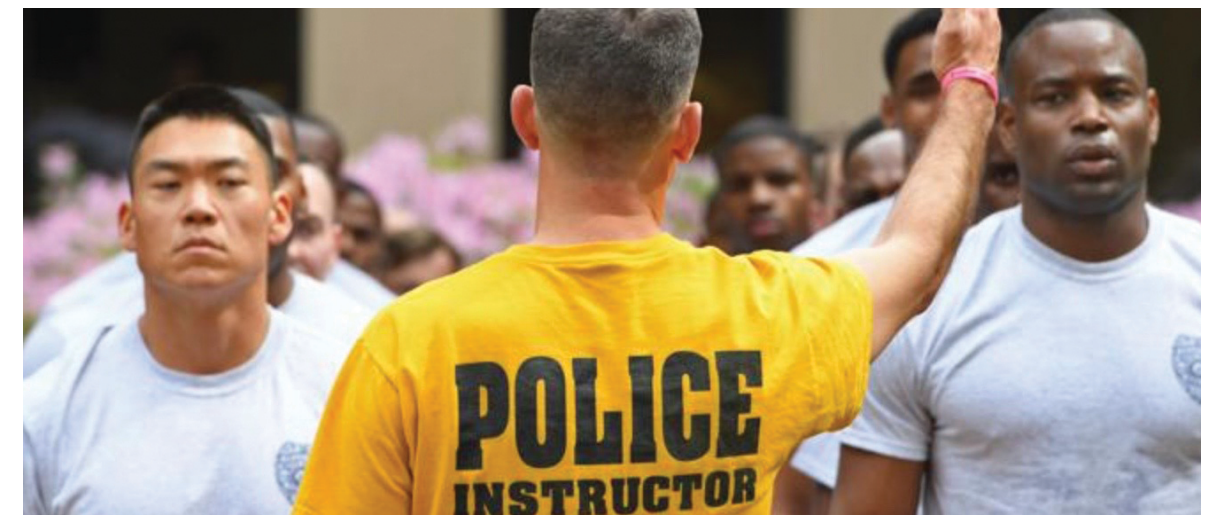
seemed clear. I signed up and was accepted into the 57th Basic Training Academy, and here I am, almost 29 years later."

For the first three years of his BRPD career, Clarida was assigned to the agency's First District, where he patrolled the areas of Gus Young and Eden Park. He then spent almost 14 years in the agency's coveted K-9 Division, before rising to the ranks of Sergeant, then Lieutenant. Clarida also spent time in Narcotics, and he was the first Commander of the Real-Time Crime Center prior to becoming the Assistant Commander of Uniform Patrol in 2019. When Uniform Patrol Commander Captain Wayne Martin retired in 2021, Deputy Chief Troy Lawrence asked Clarida to take over as the Bureau Commander.

With approximately 370 police officers and support personnel, Uniform Patrol is

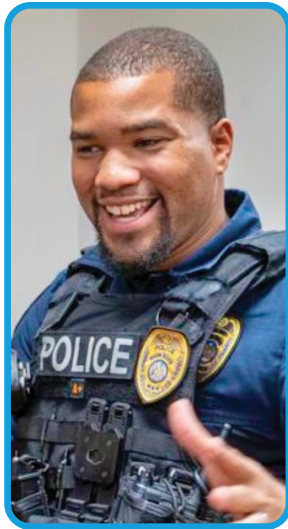
comprised of the agency's five Districts, the Traffic Division, the K-9 Unit, and the Telephone Reporting Unit. Clarida says his own experiences in nearly every one of those areas is extremely beneficial to him in his new role. "Things change, but having the opportunity to be where those officers are and being able to give context to what they are experiencing helps give me perspective," Clarida says. His message to fellow police officers, "Stay the course. This is a three-decade career." His message to the Baton Rouge community, "Please don't buy into the negativity. I have never had information put out about me, or a news story written that I've been involved with, that was 100% accurate."

As far as his future and the future of law enforcement, Clarida, is unquestionably hopeful. "There are so many great, unbelievably intelligent people here in this agency who are working hard every day. The community shows its support consistently in the commendations and kind words they send regarding officer's actions. I genuinely believe if we continue working together, building trust, and supporting each other, we can overcome the challenges we're facing not only in Baton Rouge, but in law enforcement organizations across the country. It's all about learning and adapting to achieve better outcomes."



### Did You Know?

The BRPD and DEA Citizens Academy is an 8-week training session. Participants meet with BRPD Chief Murphy Paul, BRPD Detectives, DEA Special Agents, and BRPD Academy Staff. During the sessions, law enforcement officers have honest discussions with class participants, who in turn share their advice relative to community engagement.



## Officer Antonio Williams

Tenure at BRPD: 6 years

In August 2021, Officer Antonio Williams was the first officer to arrive on the scene of a domestic violence call. Quick and smart decision-making helped Officer Williams deescalate a volatile situation and earned him accolades as a local hero, including a news article in the *Advocate*. But for Officer Williams, a five-year veteran of the Baton Rouge Police Department (BRPD), each situation represents an opportunity to be a hero, whether it's a life-threatening encounter with an armed suspect, or simply interacting with members of the community during regular patrols.

"We have discretion in our work because we make choices every day," Officer Williams said. "We have chances to demonstrate that police officers aren't uncaring robots. We sleep, eat, and breathe. We overcome hardships and experience joy. We are human. And we can show that through compassion – many times during some of the most difficult times of people's lives."

As he described his passion for his job, Officer Williams recalled a recent conversation with an individual who approached him while he was working extra duty at a Mardi Gras parade. "He came up to me and said, 'You don't remember me, do you? But you had to pull your gun on me about a year ago. You got a call about me, and I was armed. But that experience, looking down the barrel of your gun, I realized then that I don't want to die. You saved my life.'"

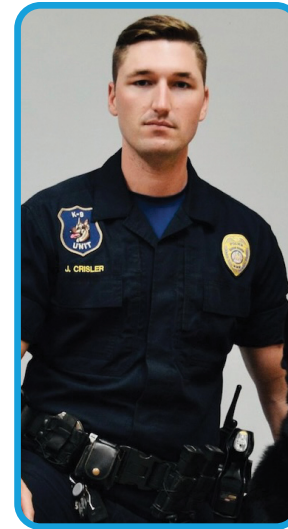
Officer Williams is a native of Baton Rouge. He grew up in the Villa Del Rey area and attended Glen Oaks High School. Now he patrols those same streets, seeing the best in people and focused on the job he describes as a gift.

"People are very kind, very genuine. They're always trying to do things to show their appreciation. So many times, I get to the drive-thru or counter of a local restaurant only to hear 'The lady in front of you saw your patrol car and paid for your meal! Those random acts of kindness remind me of why I became a police officer. What we do does matter.'"

When Officer Williams isn't working, he spends his time with his daughter, Alani and his wife, Deja, who he sees are equally committed to his work.

"Being a police officer is a family commitment. Anytime they can be part of my job like when I'm working an event, I promise you they are going to be standing on the corner closest to me. Family is huge. It's everything."

Officer William's positive approach doesn't go unnoticed by BRPD leadership and peers. Lt. William Clarida said Officer Williams exemplifies the kind of attitude BRPD strives to inspire. "Some days are harder than others. But we want officers, like Officer Williams, who give their best every day, who see beyond the immediate challenges in front of them and instead recognize the potential to make a tremendous impact."



## Corporal James Crisler

Tenure at BRPD: 11 years

Growing up, Corporal James Crisler idolized his grandfather, Gerard Joseph Simon. Simon was a graduate of the Baton Rouge Police Department's (BRPD's) 13th Basic Training Academy in 1965 and worked for the City of Baton Rouge as a police officer for several years before transferring to the East Baton Rouge Sheriff's Office.

"We were very close," Crisler explains. "He instilled a strong work ethic in me very early. My grandfather treated everybody with respect. He could talk to absolutely anyone, about anything, no matter what walk of life they were from because he didn't judge people for how they looked, where they had been, or what they had been through. I wanted to be just like him."

Although Gerard Simon passed away on July 27, 2011, one day before Corporal Crisler had his first interview with BRPD, those who have worked with and encountered Crisler say he too is known and admired for the way he treats people.

"We want the citizens of Baton Rouge to experience the highest level of professional respect. That starts and ends with each officer and their personal commitment to treat every individual like they would want to be treated. Officer Crisler exudes that simple but profound guiding principle," says Lt. William Clarida, Commander of BRPD's Uniform Patrol Division.

As a member of BRPD's coveted Canine Division and a member of BRPD's SWAT Team, Officer Crisler is often in some of the most high-risk situations. But the 11-year veteran says he handles the pressure by staying calm.

"I'm not scared. But I'm very tactful and aware," Crisler says. "And our training is top-notch. That gives me the ability to do my job and do it well. And it improves our odds at being effective at protecting the citizens of Baton Rouge, as well as our own safety."

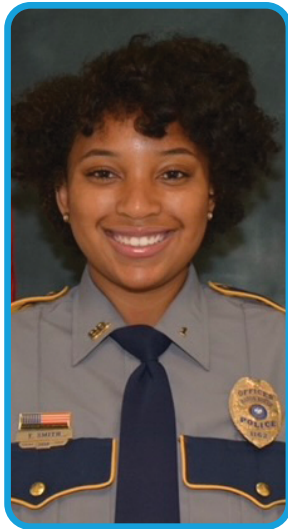
During his regular daily patrols, Officer Crisler's companion is one of the most beloved members of the BRPD, an eight-year-old German Shepherd named Simon, in tribute to his grandfather.

While canine officers are typically thought of for their ability to track suspects, Simon is also one of ten canine officers trained to help find children, elderly, or mentally ill patients who are missing.

"Using our canines, we can find a person much faster than with just a police officer. And when we rely on our canine officers to track suspects or missing property, there are strict policies that guide when and how we employ our dogs," Crisler adds.

Crisler earned an Associate Degree in Criminal Justice from Baton Rouge Community College. When he's not working, he enjoys spending time with his wife and two daughters.





## Officer Tiffany Smith

**Tenure at BRPD: 3 years**

Tiffany Smith credits natural curiosity for love of her job.

"You never know what to expect each day," says Smith, a First District Uniform Patrol Officer. "From one call to the next, it's like opening a box."

A desire to help others shaped her interest in becoming a police officer. As a child in Bossier City, she used to donate toys to pediatric patients at a Shreveport hospital.

She decided police work was the best way to help others, and she never looked back. She moved to Baton Rouge in 2013 to study criminal justice and psychology at Southern University but liked the city and decided to stay.

"It was something in my heart that I wanted to do," says Smith, now 26.

Smith is flourishing on the force. After just three years on the job, she was the primary officer on 815 calls for service between January 1, 2020 and mid-March of 2021. She also made at least 105 total arrests, issued more than 90 traffic citations, and seized seven guns off the streets of Baton Rouge during that same 15-month period.

"Looking at her stats, you might get the impression that these numbers represent the work of two or three officers," says Lt. William Clarida, Uniform Patrol Commander. "She's proving to be a leader on her squad and in the Department."

Seizing illegal narcotics also gratifies Smith because she understands its bigger community impact.

"Getting drugs off the streets protects the streets," she says. Her work includes taking the initiative to arrest a domestic-violence suspect after reports that he was threatening the victim with a firearm. Police detectives located the weapon at the residence, despite the victim being too fearful to discuss the gun.

"My concern was for her safety," Smith says.

She also helped sheriff's deputies pursue and stop a suspect who fled in his car with a large amount of cash and narcotics. Those and other actions have prompted multiple letters of commendation written by her supervisors. "She's an extremely dedicated and valuable officer," Lt. Clarida says.

Smith knows how to relax, too. She enjoys reading, swimming, drawing and painting in her off hours. Cooking is another interest. Mexican cuisine—enchiladas covered in sauce especially—is a favorite, but Smith will try almost any recipe. Working out is another pastime. "I have a way of making myself handle stress well," Smith says.



## Officer Maria Juan-Guevara

**Tenure at BRPD: 6 years**

As a member of the Special Victims Unit, Officer Maria Juan-Guevara investigates horrendous crimes, such as sexual offense crimes and child abuse. While investigating these kinds of crimes would be too much for many people, for Juan-Guevara, it's not enough. She wants to do more.

"There is no job like it" she says. "Yes, it's hard to forget the heartaches and pain of the victims. But I don't want to. These situations motivate me to work harder to make sure nobody else gets hurt in the same way. I focus on what I can do to make a difference."

The 27-year-old graduated from the Training Academy in 2017. After graduation, she worked in the 2nd District for three years before becoming a detective in the Financial Crimes Unit. She joined the Special Victims Unit in February 2021.

Born in Mexico, Juan-Guevara immigrated to the United States when she was 14 years old. She is fluent in Spanish and plays a key role in the Baton Rouge Police Department. Not only does the detective serve as the first point of contact for families in the Special Victims Unit. But other units sometimes call on her to communicate reported crimes, including serious, violent crimes.

"Oftentimes people may not report crimes if they aren't able to communicate with officers," Juan-Guevara explains. "I feel like I can make a real impact on the Spanish-speaking community."

Juan-Guevara learned most of her English from working at the Bet-R Neighborhood Supermarket in high school. In fact, it was there that she first became interested in law enforcement.

"I was going to school at Baton Rouge Community College. I wanted to be a lawyer. But there was a police officer there working security who encouraged me to think about law enforcement. He said there weren't enough Spanish-speaking police officers in the community."

Juan-Guevara says the most difficult part of her job is the emotional aspect of what the victims go through.

"It is so sad to see kids being victims of abuse and being harmed. Every case is different, but every case is hard. At the same time, I feel good that I'm able to make a positive impact on families."

To anybody contemplating a career in law enforcement, Juan-Guevara says, "Go for it."





## Did You Know?

In 2022, BRPD took part in nearly 150 Youth Programs.

BRPD's Community Service Division participated in nearly 500 community activities in 2022.

Use of Force incidents involving BRPD officers are down 40% since 2018.

Since 2018, Internal Affairs Complaints are down 50%

As an accredited member of the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), BRPD's Use of Force policies and training is aligned with the recommendations of the Commission. CALEA Accreditation program seals are reserved for use by those public safety agencies that have demonstrated compliance with CALEA Standards and have been awarded CALEA Accreditation by the Commission.

Over the last two years city leaders have approved a 13% pay increase for BRPD police officers without a dedicated tax increase for this purpose.

The City of Baton Rouge has launched new recruitment incentives for police officers. Beginning with the 2023 police academics, non-post-certified new hires can earn an additional \$10,000. Post-certified officers can earn \$15,000. The pay will be doled out incrementally, with officers earning the full amount after a year.

In 2019, Chief Murphy Paul established the Chief's Advisory Council. This group of about 30 members represents a cross-section of grassroots groups and local organizations. The group meets quarterly, and as needed if there is a pending community issue. Members of the group express their concerns about relevant matters in the community and provide input. In some cases, this group has made recommendations that have been adopted as policy, and at each meeting, the Council is briefed and given the opportunity to provide feedback on pending policies.

Adults ages 18-21 can participate in BRPD's Cadet program, whereby participants work full-time for the BRPD, shadowing police officers in every Division. Cadets must still complete the Department's Training Academy to become sworn police officers. But their years of service start accruing on their first day as Cadets.

In December 2021, BRPD launched a new strategy, whereby each week, BRPD officers walk the streets of neighborhoods during the Department's Walk and Talks. BRPD leaders and officers say the effort is providing new insight and building mutual understanding between citizens and law enforcement.

# Remembering Our Fallen Officers

Chief J. B. Hare

Officer Salvatore J. Merino

Chief of Detectives Frank E. Schoonmaker

Lieutenant George W. Bannister

Sergeant Joseph Sanchez

Officer J. D. Blackwell

Officer Thomas R. Fancher

Officer Dennis R. Heap

Officer Karl F. Bourgoyne

Officer Linda J. Lawrence

Lieutenant Carl Robert Dabadie

Officer Charles David Stegall

Sergeant Warren Joseph Broussard

Corporal Betty Dunn Smothers

Lieutenant Vickie Salassi Wax

Detective Terry Lee Melancon, Jr.

Corporal Christopher Michael Metternich

Officer Mark A. Beck

Corporal Montrell Montrell Lyle Jackson

Officer Matthew Lane Gerald

Corporal Bryan Garrett Thompson

Corporal Shane Michael Totty

Lieutenant Glenn Dale Hutto, Jr.

Sergeant Charles Dotson

Lieutenant Michael Godawa

We're on our journey to create a safer, more collaborative Baton Rouge built on stronger trust in our service. We look forward to forging ahead, continuing to earn your confidence.



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